



DEPARTMENT OF THE ARMY
HEADQUARTERS, III CORPS AND FORT HOOD
1001 761ST TANK BATTALION AVENUE
FORT HOOD, TEXAS 76544-5000

COMMAND POLICY
EO-1

AFZF-EO

17 JUL 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (EO) Program

1. REFERENCE. AR 600-20, Chapter 6, Army Command Policy, 7 June 2006.

2. APPLICABILITY. This policy applies to all III Corps & Fort Hood units and tenant activities and Partners in Excellence organizations/activities, regardless of location, as well as their family members, civilian employees, and contract personnel.

3. POLICY

a. I am fully committed to the Department of Defense and the United States Army Equal Opportunity Program. Every member of this command will have an opportunity to achieve their full potential based solely on their abilities, merits, and qualifications. Our mission requires the essential elements of mutual trust and unit cohesion. These essential elements can only be achieved when individuals are confident that fair treatment and respect for their capabilities exists.

b. I will not tolerate discrimination based upon race, color, gender, religion or national origin. Everyone in this command has a responsibility to promote a positive Equal Opportunity climate that supports readiness and unit cohesion. Leaders and supervisors at all levels are responsible for acknowledging and eliminating improper behavior and violations to this policy.

c. Commanders will be the EO Officers for their units and will create and sustain a comprehensive effort to maximize human potential. I want commanders to clearly announce to their command the high standards of conduct they expect, and take appropriate action when incidents of discrimination or harassment occur. Every member of the chain of command will safeguard the right of every soldier and their family members to receive fair treatment. I expect the chain of command to be well informed of EO policies and procedures, to teach and maintain the values of respect, and to always set the example.

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d. I expect commanders, department/activity chiefs, and supervisors to be proactive in helping Soldiers resolve EO issues in a timely manner. Teaching and maintaining Army values, especially respect, will go a long way toward preventing environments where we fail to offer our personnel equal opportunities. Assistance is also available from the Equal Employment Opportunity, Inspector General, Staff Judge Advocate, and Chaplain's Office.

4. EXPIRATION. This III Corps & Fort Hood Command Policy Memorandum supersedes the 13 April 2004 policy and will remain in effect until superseded or rescinded.

A handwritten signature in black ink, appearing to read 'Ray Odierno', with a stylized flourish at the end.

RAYMOND T. ODIERNO
Lieutenant General, USA
Commanding

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COMMAND POLICY
EO-2

17 JUL 2006

AFZF-EO

MEMORANDUM FOR SEE DISTRIBUTION

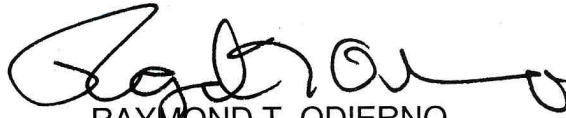
SUBJECT: Prevention of Sexual Harassment (POSH)

1. REFERENCE. AR 600-20, Chapter 7, Army Command Policy, 7 June 2006.
2. APPLICABILITY. This policy applies to all III Corps & Fort Hood units and tenant activities and Partners in Excellence organizations/activities, regardless of location, as well as their family members, civilian employees, and contract personnel.
3. POLICY
 - a. Sexual harassment is unacceptable conduct and will not be tolerated. Sexual harassment destroys teamwork and negatively affects combat readiness. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay or job performance of a military member or civilian employee is engaging in sexual harassment. The prevention of sexual harassment is the responsibility of every Soldier and DA civilian.
 - b. Soldiers, their family members, and civilian employees who feel they have been sexually harassed are strongly encouraged to seek their chain of command first. If their issue cannot be resolved by their chain of command, they should seek other agencies such as the Equal Opportunity Office, Equal Employment Opportunity Office, Staff Judge Advocate, or Inspector General for redress of complaints or grievances.
 - c. Intimidation, harassment, or retaliation against those exercising their lawful rights to address their concerns will not be tolerated. Our leadership must be values based. Prevention of sexual harassment requires leaders to have and teach integrity and respect; they must always set the example.
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A handwritten signature in black ink, appearing to read 'Ray Odierno', written over the printed name.

RAYMOND T. ODIERNO
Lieutenant General, USA
Commanding

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